

## **Talent Management...**

*is the strategic approach taken by an agency to hire, develop and retain the talent needed to meet its mission.*

### **Workshop #5**

#### **Identify Your Agency's Talent Management Strengths**

Management teams diagnose the agency's strengths and weaknesses in talent management and generate a prioritized list of actions to move talent management forward within the agency. Within two weeks of workshops completing the Agency Head receives an Executive Summary Report which includes Workshop #5 data and the facilitator's observations and recommendations.

### **Workshop #1**

#### **Recognize Today's Strategic Need: Hire-Develop-Retain Talent**

Management teams evaluate the strategic and operational benefits of talent management and the challenges inherent to state government. Participants are introduced to the core managerial skills needed for talent management and given opportunity to self-assess.

### **Workshop #2**

#### **Align Employee Performance to Agency Mission**

Management teams learn how to apply the concept of the right person, in the right job, at the right time. Targeted skill building and self-assessment included.

# **Talent Management**

### **Workshop #4**

#### **Create an Environment that Retains Talent**

Management teams learn techniques and skills for leading a diverse workforce. Participants discuss the differences between reward and recognition and explore the impact of organization culture on the agency work environment.

### **Workshop #3**

#### **Develop Your Talent**

Management teams gain a shared definition of employee development and generate a take-away tool kit of solutions to the typical barriers found in state government. Participants learn a leadership model to address the different developmental needs among their direct reports.

## **Pricing**

**For agencies who commit to the full series of five workshops**

\$80 per participant fee for 10-15 participants\*

\$70 per participant fee for 16-20 participants

**Unbundle the series with workshops 2, 3 or 4**

\$100 Per participant fee

*\*If an agency has fewer than 10 participants, SLS leader will work to provide the series for multiple agencies.*



*Strategic  
Learning  
Solutions*